

ADMINISTRATIVE-INTERNAL USE ONLY

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73-2323

7 May 1973

MEMORANDUM FOR: Executive Secretary  
CIA Management Committee

FROM : Management Advisory Group

SUBJECT : Career Services: Need for Change

1. The Agency's Career Services require an overhauling, both in concept and in number. The following paragraphs lay out a number of changes in the present Agency Career Services. At a time when the Agency is in a state of reassessing and perfecting its policies and procedures, it would seem particularly advantageous for top level management to consider major alterations in the Career Services.

NUMBER

2. The first consideration is the number of Career Services. Currently, there are [REDACTED]

[REDACTED] <sup>1)</sup> The number of Career Services should be reduced to five, one for each Directorate, and one in the Office of the DCI to administer all Supergrade positions as well as the Director's Staffs. This would make the DD's directly responsible for Career Services and facilitate the administration of the Personnel Development Program. The two must work hand in hand if either is to be effective.


3. Thus far, Career Services have existed largely to serve their own needs; they have done poorly in identifying talent which could be better utilized by the Agency in higher management jobs. Fewer Career Services would offer a broader base from which to make personnel selections, minimizing the hoarding of good employees by small components to the detriment of the total organization. As a result, the Agency would be in a better position to get the right man in the right job at the right time. (2)

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<p>The attached will be discussed at a future Management Committee meeting along with your report of April 1973.</p> <p>MCA-24</p>			
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